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CALIFORNIA JUNIOR COLLEGE FACULTY COMPENSATION FOR EXTRA-INSTRUCTIONAL ASSIGNMENTS, 1967-68.

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THIS STUDY WAS MADE BY LONG BEACH CITY COLLEGE TO SAMPLE PRACTICES IN FACULTY COMPENSATION FOR EXTRA-INSTRUCTIONAL ASSIGNMENTS. TEN JUNIOR COLLEGES RESPONDED TO A SHORT TELEPHONE QUESTIONNAIRE. A SUMMARY OF THE REPLIES SHOWS THAT (1) 75 PERCENT GRANTED COMPENSATION FOR TEACHING LARGE LECTURE SECTIONS, HALF BY ASSIGNING ADDITIONAL INSTRUCTOR TIME, (2) ALL COMPENSATED COACHES OF INTERSCHOLASTIC TEAMS WITH RELEASED TIME, ADDED PAY, OR BOTH, (3) 80 PERCENT COMPENSATED FOR DIRECTING THE MARCHING BAND, USUALLY AS EXTRA PAY, (4) 70 PERCENT DID THE SAME FOR CONDUCTORS OF MUSICAL CHOIR GROUPS, (5) THOSE WITH DEPARTMENT ORGANIZATIONS ALLOWED COMPENSATION FOR DEPARTMENT HEADS, HALF WITH RELEASED TIME AND EXTRA PAY, HALF WITH RELEASED TIME ONLY, (6) THOSE WITH DIVISION HEADS DID DO THE SAME FOR SUCH PERSONNEL, (7) FOR RELEASED TIME, THE RANGE WAS USUALLY 20 TO 40 PERCENT, (8) ONLY 33 PERCENT PROVIDED ADDITIONAL COMPENSATION TO ADVISORS, AND (9) MOST DID NOT COMPENSATE CLUB SPONSORS AT ALL. LONG BEACH CITY COLLEGE ITSELF ALLOWED 10 PERCENT RELEASED TIME FOR CLUB ADVISORS ON NIGHT TIME. ALTHOUGH THE QUESTION WAS NOT ASKED ON THE SURVEY, SEVERAL COLLEGES VOLUNTEERED THAT THEY ALLOWED RELEASED TIME FOR SPECIAL PROJECTS (NEW PROGRAM DEVELOPMENT, COMMITTEE WORK, ETC.), FORENSIC PROGRAMS, THEATRE ARTS, AND INTRAMURAL SPORTS COORDINATION. (HH)

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LONG BEACH UNIFIED SCHOOL DISTRICT
Long Beach City College

RESEARCH OFFICE

CALIFORNIA JUNIOR COLLEGE FACULTY COMPENSATION FOR EXTRA-INSTRUCTIONAL ASSIGNMENTS, 1967-68

PURPOSE

At the request of Dr. Wiley Garner, President, Long Beach City College, a study was undertaken to determine what a number of other California districts are doing in their community colleges to compensate faculty members for extra-instructional duties. Among the questions for which answers were desired were these: Is released time granted to perform these duties? If so, what percentage of an instructor's teaching load is granted as released time? What other compensatory means are being employed?

PROCEDURE

Since the information was needed quickly, a decision was made to secure information from a small sample of California districts believed to be reasonably similar to the Long Beach City College. The sample group--10 junior college districts in California(1)--represent approximately 15 per cent of the junior college districts in the state. On the basis of average daily attendance (ADA), the junior college districts in the sample group represent 38.5 per cent of the junior college ADA in the state. A questionnaire (Page 6) was prepared and dittoed as a guide to standardize and structure telephone interviews with the College Presidents or Deans of Instruction. The telephone interview technique was chosen because such a survey could be conducted quickly and the percentage of no-answers would be small.

FINDINGS

Table I summarizes the responses of the sample group. The data show that among these 10 districts:

1. 75 per cent grant some type of additional compensation for teaching large lecture sections; half of the districts compensate by assigning additional instructor time--a team teaching approach.
2. All districts additionally compensate coaches of interscholastic teams in some manner:
   a. 50 per cent provide released time, usually 20-40 per cent of the teaching load.
   b. 60 per cent provide additional pay.
   c. One district provides both released time and additional pay.
3. 80 per cent of the districts provide additional compensation for directing the marching band, usually in the form of additional pay.
4. 70 per cent of the districts provide additional compensation for conducting musical choir groups, usually with additional pay.

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(1). Page 5 lists the participating schools and administrators who graciously helped with this study.

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5. All the districts that follow a college-organizational plan which includes department heads provide additional compensation for departmental duties.
    a. 50 per cent provide both released time and additional pay;
    b. 50 per cent provide only released time.
6. All the districts that follow a college-organizational plan which includes division heads provide released time to perform the duties of this office. A total of 50 per cent provide both released time and additional pay.
7. 20 to 40 per cent is the range most frequently mentioned when compensation is in released time.
8. Most districts do not provide additional compensation for:
    a. Advisors (only 33 per cent do); nor, for
    b. Club Sponsors.

DISCUSSION

In a study of this nature, the content of a few questions and answers may be subject to more than one interpretation. When this has been true, we have tried to exercise the best judgment possible.

Table II has been prepared to illustrate the extra-instructional compensation practices in the Long Beach Unified School District. The role of the Research Office has been to obtain information, organize, compile and summarize the data of this study. Questions concerning the significance of the findings must, of course, be deferred to the administrators of the school district.

George Becker
Research Assistant

Approved by:
Anton Thompson
Director of Research

GB:sc

LONG BEACH UNIFIED SCHOOL DISTRICT
Long Beach City College

TABLE 1

Faculty Compensation
For Extra-Instructional Assignments,
10 Junior Colleges, 1967-68*

Assignment	Type of Compensation					
	Released Time					Other
	Inapplicable	None	Less Than 20%	20-40%	More Than 40%	
Large lecture sections	2	6		2		4(a)
Coaches interscholastic teams		5	1	4		6(b)
Director marching band		6	2	2		4(c)
Director musical choir		7	2	1		4(d)
Advisors	1	7		2(e)		1(f)
Club Sponsors - Day		10				1(g)
Night		10				
Department head	4			6(h)		3(j)
Division head	4			4(k)	2(m)	3(n)
Other(p)						

* * * * * * * * *

(a) Four districts assign one or more additional instructors, depending upon the size of the lecture group.
(b) The five districts that do not grant released time for coaches, pay the coaches extra for their team assignment. One district grants released time and extra pay.
(c) Four of the six districts that do not grant released time for directing the marching band, compensate the director with an extra pay allowance; two districts consider directing the band as part of the director's regular assignment, and do not provide additional compensation. One district grants released time and extra pay.
(d) Four of the seven districts that do not grant released time for conducting musical choir groups, do pay the instructor an extra sum; three districts consider this as part of the instructor's regular assignment, and do not offer extra compensation.
(e) One district grants released time, but not based on a set policy.
(f) Extra pay is given to advisors.
(g) Club sponsors receive additional pay for this responsibility.
Footnotes h,j,k,m,n, and p concluded on page 4
*Data obtained by telephone in February 1968.

TABLE II

Summary of Faculty Compensation
For Extra-Instructional Assignments
At Long Beach City College, 1967-68

Activity	Per Cent of Released Time	Other Compensation
Large lecture sections	14%	None
Coach interscholastic team sport	20-40%	Additional pay
Director marching band	20	Additional pay
Director musical choir	20	Additional pay
Advisor	10	None
Club Sponsor - Day	0	None
Night	10	None
Department head (large department)	20	Additional pay
Division Chairmen	10	None

(h) Two of the six districts grant released time, but not based on a set policy.
(J) Three of the six districts which grant released time for department heads, also compensate them with additional pay;
(k) One district grants released time to division heads, but does not have a set policy.
(m) One district does not have department nor division heads, but employs ten deans, one for each division of the college. The deans teach a minimum of one class each, the remainder of their time is spent in administrative duties concerning their divisions.
(n) In addition to released time, three districts compensate the division heads with $800 to $1000 dollars per year.
(p) Although not originally included in the study, several districts indicated released time was also granted for:
    1. Special projects; e.g., new program development, committee work, etc.
    2. Forensic programs and theatre arts.
    3. Intramural-sports program coordinator.

APPENDIX

Colleges and Administrators
Participating in Study

College	Source of Information
Cerritos College District Cerritos College	Dr. Bruce Browning, Vice-President
El Camino Junior College District El Camino College	Dr. Wallace F. Cohen, Vice-President Gerry Brown, Coordinator Instruction
Glendale Unified School District Glendale College	Dr. John T. McCuen, President
Kern Joint Junior College District Bakersfield College	Dr. Thomas Merson, Director of Instruction
Los Angeles City Junior College District Los Angeles City College	Dr. Glenn Gooder, President
Orange Coast Junior College District Orange Coast College	Dr. James Fitzgerald, Dean of Instruction
North Orange County Junior College District Fullerton Junior College	Dr. H. Lynn Sheller, President
San Diego Unified School District San Diego City College	Dr. Sheridan Gorton, President
San Francisco Unified School District City College of San Francisco	Mr. Thomas Nesbitt, Dean of Instruction
Santa Monica Unified School District Santa Monica City College	Dr. Morford Riddick, Director-Day

LONG BEACH UNIFIED SCHOOL DISTRICT
Long Beach City College

RESEARCH OFFICE

QUESTIONNAIRE FOR A STUDY OF REDUCED TIME IN FACULTY TEACHING LOAD FOR SPECIFIC RELATED ACTIVITIES

1. Are faculty members at your college granted a reduced teaching load for conducting the duties of Division Chairman or Department heads, Coaches of Interscholastic Teams, Band or Choir Directors, Club Sponsors, Advisors, or Instructors of large lecture sections? ___ ___
Yes No

If the answer to No. 1 is yes please answer the following:

2. How many teaching hours (hours in the class room) constitute a Teaching load? _____.

3. Faculty members are granted a reduced teaching load for:	Yes	No	Amount of Reduced Time	Other Compensation
(a) large lecture sections?	___	___	_____	_____
(b) coaching interscholastic teams?	___	___	_____	_____
(c) directing the marching band?	___	___	_____	_____
(d) directing a musical choir group?	___	___	_____	_____
(e) being advisors?	___	___	_____	_____
(f) being club sponsors?				
Daytime clubs	___	___	_____	_____
Nighttime clubs	___	___	_____	_____
(g) being department head?	___	___	_____	_____
(h) being division chairman?	___	___	_____	_____